

# **NJP: Follow-on Consequences**

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***We Owe Our Commanders  
the Full Picture of  
Non-Judicial Punishment  
Impact***



**AFPC/JA Monthly Training  
January 2016**

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# NJP Impacts Many Personnel Actions

## Imposing Non-Judicial Punishment is a major decision

- With major **direct** impacts like reduction & forfeitures

## NJP can also impact many things *indirectly*, including:

- Mandatory administrative discharge, Assignments, Promotion Consideration, Grade Determination, HYT

## Inform leadership on the "big picture" view up front!

**Justice Is Exciting As-is - Plan and Avoid Unnecessary Surprises**

- Reduces surprises
- Allows accurate planning

**One team, one family, one mission**



# Mandatory Separations for Enlisted Members

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## Does the conduct involve a mandatory discharge basis?

- Key: Drug Abuse (5.54), Sexual Assault (5.55)

## Then brief the commander on the follow-on need to initiate discharge

- Be ready to discuss the discharge process & timeframe
- Also discuss the possibility of retention
- If the CC is interested, be prepared to go over the retention criteria with a reasonable assessment

**NJP Prompts Many Admin Discharges - Sometimes**  
**Mandatorily**

**One Team, One Family, One Mission**



# Other Considerations Involving Enlisted Members

**Does the NJP include Reduction in Rank? HYT?**

**Will NJP impact future assignments? DSD?**

**Is the NJP imposed a TSgt or Higher?**

- Mandatory SNCO Selection Folder consideration
- So AF Form 3070B, Blocks 4a(3) & 9 must be filled

**4. Commander's Decision.**

- a. (3)  I will consider placing this record of nonjudicial punishment in your Senior NCO !  
to a senior review authority who will make the final decision. You may submit a :  
circumstances to be considered. You have until  [5 calendar

**9. Commander Action on Senior NCO Selection Folder.**

(Commander initials one block)

After considering all matters you have presented, I have determined this action  will be filed  
 will not be filed in your Senior NCO Selection Folder; and will be forwarded to

***Don't Be Surprised by NJP Limiting or Ending a Career***



# Special Considerations Involving Officers

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## **Selection Record consideration**

- Must consider, not mandatory to place in OSR

## **Mandatory to place in either UIF *or* PIF**

## **Officer Grade Determination**

- Mandatory trigger if member retires within 4 years
- Note the recent change from 2 year lookback!

***NJP Can't Directly Reduce an Officer's Grade ... but an  
OGD can!***

***One Team, One Family, One Mission***